



Federal Staffing Minimum Mandate in Nursing Facilities

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In April 2022, CMS released the proposed rule for the SNF PPS updates for Federal Fiscal Year 2023 (FFY23). In the proposed rule, CMS is seeking to establish a minimum staffing requirement for long-term care facilities.

Currently Federal Regulations require nursing homes to provide:

- Licensed nursing services 24 hours a day, with a registered nurse on staff for at least eight consecutive hours a day, seven days a week. This equates to 0.30 staffing hours per resident day (HPPD)
- Facilities also must designate a full-time registered nurse as a full-time director of nursing.
- Qualitative standard, which requires nursing homes to provide “sufficient nursing staff ... to maintain the highest practicable physical, mental, and psychosocial well-being of each resident.”

Total nursing staff hours (RN, LPN, and aide hours)

Kentucky’s staffing hours (3.78)

Surrounding states (3.53)

National average (3.76)

National Minimum Staffing Study

It will cost providers nearly \$10.1 billion annually to meet the minimum staffing if the mandate were 4.1 hours per patient day (HPPD). Under this mandate, nursing homes would have to hire an **additional 187,000 nurses and nurse aides**.*

Where Are The People?

*A recent study by the American Health Care Association and Clifton Larson Allen, a consulting firm based in Minneapolis, MN, found that based on verified payroll data and hourly rates obtained from Medicare costs reports

Why It's Important



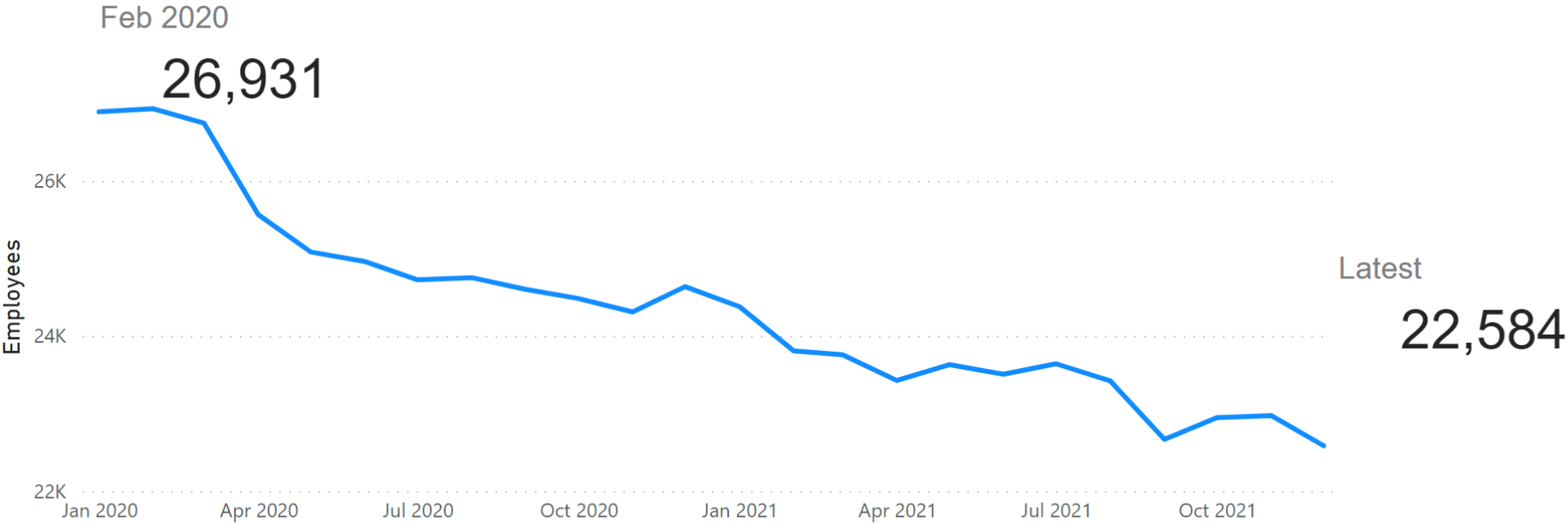
State

Kentucky

Nursing Homes Employees

Jobs lost during the
pandemic

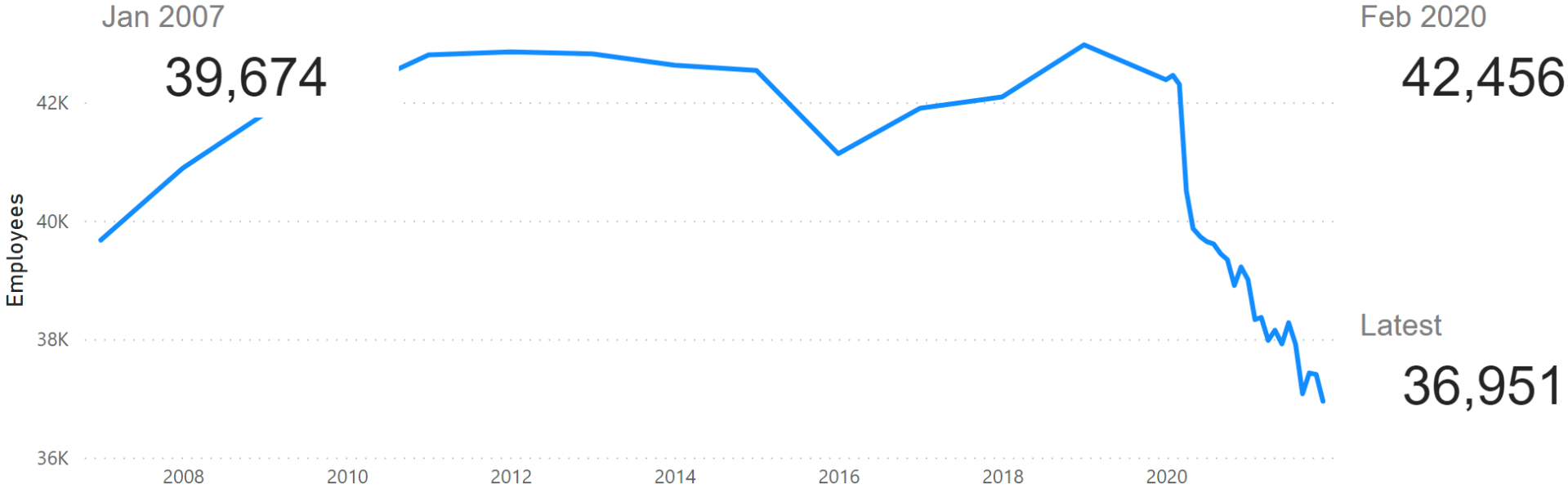
4,347



Entire Long Term
Care Industry

Jobs lost during the
pandemic (since Feb 2020)

5,505

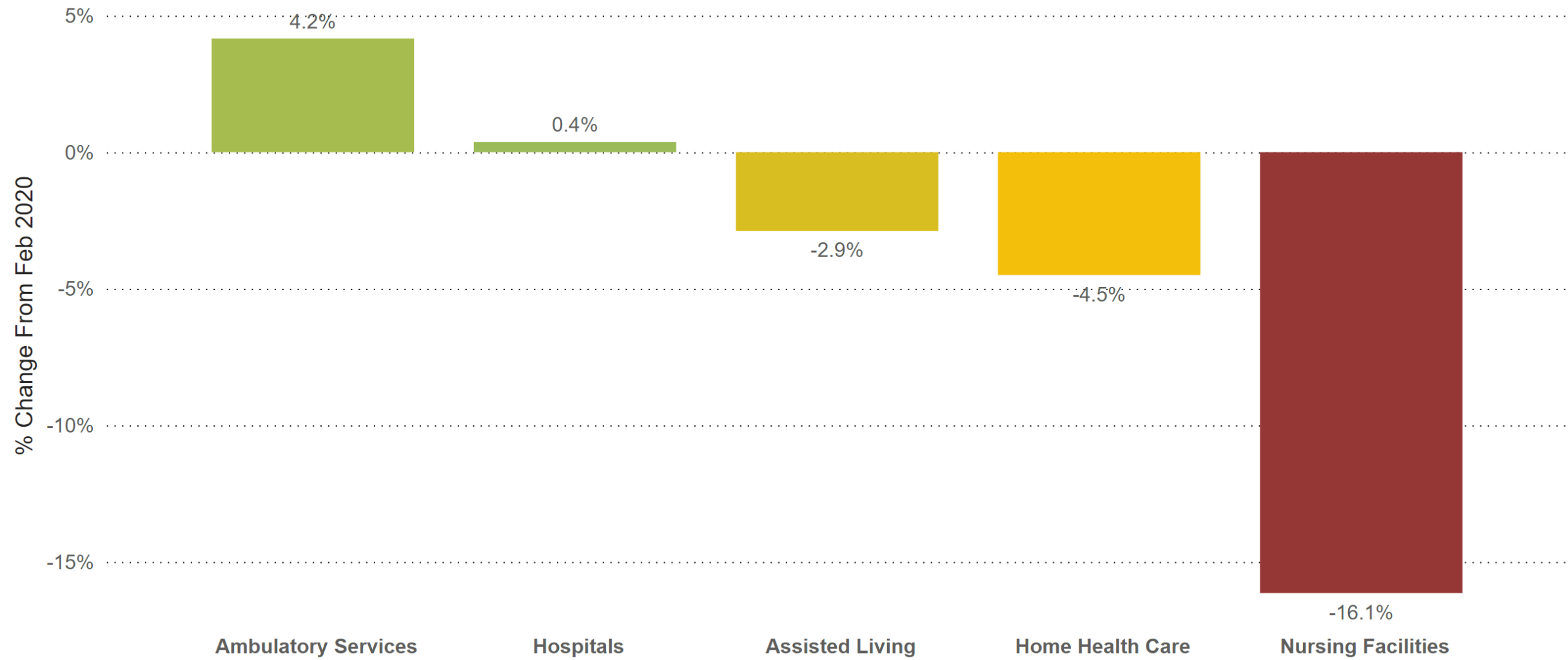


State

Kentucky

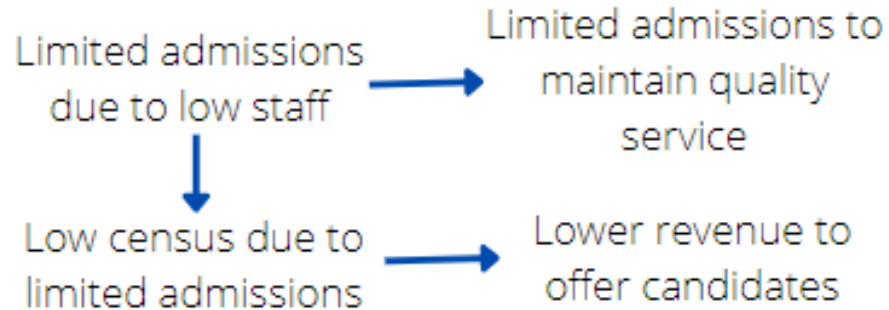


Percent Change in Health Care Sector Employment since February 2020



Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages. NAICS Industries 622, 6211, 6214, 6216, 6231, 623312.

Workforce Is At Crisis Level



Staff and providers are facing...

- Burnout
- Mental health issues
- PTSD
- Retirements
- Child-care struggles
- Transportation challenges
- Competition from non-healthcare sectors

What We Need

Direct meaningful aid and policies

- Loan forgiveness
- Tax credits
- Affordable housing
- Childcare assistance
- Mental health assistance
- Easier pipelines into long-term care profession



Thank you!



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